

BUDGET, FINANCE & INVESTMENT COMMITTEE

June 4, 2015

5:30 P.M.

Courthouse

MINUTES:

Members Present:

Comm. Rhonda Allen
Comm. Charlie Baum
Comm. Joe Frank Jernigan
Comm. Shawn Kaplan
Comm. Robert Peay
Comm. Doug Shafer
Comm. Will Jordan, Chair

Others Present:

Ernest Burgess
Lisa Nolen
Mark Tucker
Jeff Sandvig
Melissa Street
Juli Bratcher
Lynn Duke

Allen Farley
Larry Farley
Lisa Crowell
Mac Nolen
Michael Gregory
Mike Nunley
Rob Mitchell

Sonya Stephenson
Judge Davenport
Rosemary Faulk
Robert Arnold
Katie Peay

Chairman Jordan presided and called the meeting to order at 5:32 P.M. with all members present, except Comm. Shawn Kaplan as this time.

APPROVE MINUTES:

Comm. Jernigan moved, seconded by Comm. Allen to approve the minutes of the May 21, 2015 Budget Committee meeting as presented.

The motion passed unanimously by acclamation.

INVESTMENT REPORT:

Juli Bratcher presented the monthly Investment Report noting that there was one CD bid for May. The LGIP interest rate for the month remained at .09%.

Comm. Peay moved, seconded by Comm. Allen to approve the Investment Report as presented.

The motion passed unanimously by acclamation.

RISK MANAGEMENT:

Melissa Street presented the monthly Risk Management Financial Report for the use and information of the committee advising that the cost per employee per month for the medical, dental and vision program was \$962.46 compared to \$698.39 for the prior year. The average cost per month was \$888.51 compared to \$857.22 for the prior year. When including the on-site medical clinics, the average cost per employee per month was \$922.72 compared to \$893.12 for the prior year for a trend of 3.3%.

For the Work Injury Fund performance, the year-to-date claims totaled \$591,525.38 compared to \$1,471,195.58 for the prior year.

Following review, Comm. Peay moved, seconded by Comm. Baum to approve the Risk Management Financial Report as presented.

The motion passed unanimously by acclamation.

JUVENILE DETENTION:

Lynn Duke presented two General Fund budget transfers for Juvenile Detention:

To provide funding for attendants for the remainder of the year:

Increase Expend.:	101-54240-164 Attendants	\$5,000
Decrease Expend.:	101-54240-115 Sergeants	\$5,000

To pay for ARISE facilitators course for five employees:

Increase Expend.:	101-54240-599 Cont. w/ Priv. Agent.	\$942
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Decrease Expend.: 101-54240-336 M & R-Equipment \$942

Comm. Jernigan moved, seconded by Comm. Allen to approve the budget transfers as presented.

The motion passed unanimously by roll call vote.

Comm. Kaplan arrived at the meeting at this time.

FUND CONDITION REPORT:

Lisa Nolen, Finance Director, presented the monthly Fund Condition Report for the use and information of the committee advising that the Development Tax collections for the month of May totaled \$189,750 with the year-to-date collections being \$2,966,250. This compared to the previous year when the monthly Development Tax collections were \$77,250, and the year-to-date collections were \$3,560,250.

The committee reviewed the fund cash balances totaling \$225,690,339 with operating funds being \$184,740,866 and borrowed funds being \$40,949,473. This compared to the same period last year when the total cash balances were \$173,718,626 with operating funds being \$166,484,090 and borrowed funds being \$7,234,536.

The Finance Director next reviewed the revenue collections advising that sales tax for all governments is up 9.34% compared to prior year. She also noted that sales tax for rural areas is up 37% compared to prior year. She stated that Circuit Court is behind in collections compared to the prior year, but they hope to be reconciled in the next few weeks.

Following review, Comm. Jernigan moved, seconded by Comm. Baum to approve the Fund Condition Report as presented.

The motion passed unanimously by acclamation.

APPROVAL OF THE SMYRNA/RUTHERFORD COUNTY AIRPORT AUTHORITY BUDGET:

Director Nolen presented the budget of the Smyrna/Rutherford County Airport Authority for approval by the committee. Approval is required due to changes in audit standards requiring the review of joint ventures.

Comm. Allen moved, seconded by Comm. Peay to approve the budget of the Airport Authority as presented.

The motion passed unanimously by roll call vote.

PROJECT WET INTER-AGENCY AGREEMENT:

Katie Peay presented the inter-agency contract with the City of Murfreesboro, the Town of Smyrna and the City of La Vergne for Project WET. This contract provides for the sharing of the expenses of the program which is estimated to be \$30,000. The term of the contract shall be from effective date through June 30, 2016 with the option to renew one (1) additional year unless terminated by one of the parties on or before June 1.

Comm. Jernigan moved, seconded by Comm. Shafer to approve the contact as presented.

The motion passed unanimously by roll call vote.

CONTRACT WITH TENNESSEE DEPARTMENT OF TRANSPORTATION:

Mayor Burgess presented a contract with the Tennessee Department of Transportation for the workhouse to receive payment for removing litter from the right of ways of roads. The contract is for \$33,785 for the period of July 1, 2015 through June 30, 2016.

Comm. Shafer moved, seconded by Comm. Peay to approve the contract with the Tennessee Department of Transportation as presented.

The motion passed unanimously by roll call vote.

AMBULANCE SERVICE:

Mike Nunley presented a budget transfer to increase the drugs and medical supplies line item:

Increase Expend.:	118-55130-413 Drugs & Med. Supp.	\$10,000
Decrease Expend.:	118-55130-312 Contract w/Priv. Ag.	\$10,000

He also presented a budget transfer to fund the unemployment compensation line item:

Increase Expend.:	118-55130-210 Unemployment Comp.	\$8,000
Decrease Expend.:	118-55130-425 Gasoline	\$8,000

Comm. Jernigan moved, seconded by Comm. Baum to approve the budget transfers as presented.

The motion passed unanimously by roll call vote.

PAWS:

Michael Gregory presented General Fund budget transfers to provide funds for the noted accounts for the remainder of the fiscal year:

Increase Expend.:	101-55120-187 Overtime Pay	\$3,000
Decrease Expend.:	101-55120-164 Attendants	\$3,000
Increase Expend.:	101-55120-307 Communication	\$2,000
Decrease Expend.:	101-55120-413 Drugs & Med. Supp.	\$2,000
Increase Expend.:	101-55120-452 Utilities	\$4,000
Decrease Expend.:	101-55120-426 Gasoline	\$4,000

Comm. Kaplan moved, seconded by Comm. Peay to approve the budget transfers as presented.

The motion passed unanimously by roll call vote.

FIRE/RESCUE:

Larry Farley presented a General Fund budget amendment and transfer to fund the purchase of equipment from the sale of an ambulance and fire truck obtained from the consolidation with the Rockvale Volunteer Department:

Increase Revenue:	101-44570 Contributions & Gifts	\$2,422
	101-44530 Sale of Equipment	\$10,452
Increase Expend.:	101-54320-790 Other Equipment	\$12,874
Increase Expend.:	101-54320-790 Other Equipment	\$12,000
Decrease Expend.:	101-54320-599 Other Charges	\$12,000

Comm. Peay moved, seconded by Comm. Shafer to approve the budget amendment and transfer as presented.

The motion passed unanimously by roll call vote.

ELECTION COMMISSION:

Alan Farley presented two General Fund budget transfers:

To provide funds to replace printers:

Increase Expend.:	101-51500-709 Data Proc. Equip.	\$5,183
Decrease Expend.:	101-51500-317 Data Proc. Services	\$2,183
	101-51500-719 Office Equipment	\$3,000

To provide funds for printing of training manuals:

Increase Expend.:	101-51500-349 Print., Stat. & Forms	\$3,054
Decrease Expend.:	101-51500-334 Maint. Agreements	\$3,054

Comm. Allen moved, seconded by Comm. Kaplan to approve the budget transfers as presented.

The motion passed unanimously by roll call vote.

JUVENILE COURT:

Judge Donna Davenport presented a General Fund budget transfer to provide funds for the County's contracted Magistrate Jeff McCullough:

Increase Expend.:	101-53500-399 Other Contract Serv.	\$9,000
Decrease Expend.:	101-53500-106 Deputy	\$5,000
	101-53500-169 Part-time Employee	\$4,000

Comm. Shafer moved, seconded by Comm. Peay to approve the budget transfer as presented.

The motion passed unanimously by roll call vote.

SHERIFF'S DEPARTMENT:

Rosemary Faulk presented various General Fund budget amendments and transfers:

To recognize donations for two general purpose dogs, other contracts and other supplies:

Increase Revenue:	101-44570 Contributions & Gifts	\$27,330
Increase Expend.:	101-54110-399 Other Contract Serv.	\$330
	101-54110-716 Law Enforce. Equip.	\$25,000
	101-54210-499 Other Supp. & Mat.	\$2,000

To recognize mounted patrol donations:

Increase Revenue:	101-44570 Contributions & Gifts	\$50
Increase Expend.:	101-54110-401 Animal Food & Supp.	\$50

To recognize sale of recycled materials:

Increase Revenue:	101-44145 Sale of Recycle. Mat.	\$1,625
Increase Expend.:	101-54210-499 Other Supp. & Mat.	\$1,625

To transfer funds for inmate supplies:

Increase Expend.:	101-54210-441 Prisoners Clothing	\$11,890
Decrease Expend.:	101-54210-410 Custodial Supplies	\$11,890

To fund part-time employees that were used to cover vacant positions:

Increase Expend.:	101-54110-169 Part-time Personnel	\$19,000
Decrease Expend.:	101-54110-148 Dispatchers	\$3,000
	101-54110-162 Clerical Personnel	\$16,000

To provide funds for pay down of comp time balances:

Increase Expend.:	101-54110-187 Overtime	\$41,000
Decrease Expend.:	101-54110-110 Lieutenants	\$9,000
	101-54110-148 Dispatchers	\$7,000
	101-54110-189 Other Salary & Wages	\$25,000

To provide funds for pay down of comp time balances:

Increase Expend.:	101-54210-187 Overtime	\$50,000
Decrease Expend.:	101-54210-160 Guards	\$50,000

To correct the budget to ensure sufficient funds for the remainder of the fiscal year:

Increase Expend.:	101-54210-110 Lieutenants	\$1,000
Decrease Expend.:	101-54210-109 Captain	\$1,000

To amend funds for law enforcement training grants from the State:

Increase Revenue:	101-46210 Law Enforce. Train.	\$6,600
Increase Expend.:	101-54110-140 Salary Supplements	\$8,400
Decrease Expend.:	101-54110-107 Detectives	\$1,800

Comm. Jernigan moved, seconded by Comm. Baum to approve the budget amendments and transfers as presented.

The motion passed unanimously by roll call vote.

SPECIAL PURPOSE FUND:

Rosemary Faulk next presented a budget amendment for the Special Purpose Fund to recognize funds from the Federal government for May into the confidential line item.

Increase Revenue:	121-47700 Asset Forfeit. Funds	\$486
Increase Expend.:	121-54110-319 Confidential	\$486

Comm. Jernigan moved, seconded by Comm. Shafer to approve the budget amendment as presented.

The motion passed unanimously by roll call vote.

ACCEPTANCE OF 2015 BYRNE JUSTICE ASSISTANCE GRANT AND INTERLOCAL AGREEMENT:

Lisa Marchesoni presented an interlocal agreement with the City of Murfreesboro related to the 2015 Byrne Justice Assistance Grant. The agreement is a requirement of the grant and states the amount of funds to be received by each entity and which entity will file the application for the grant. The City of Murfreesboro has been designated to perform these tasks as the fiscal agent for both parties.

The grant is in the amount of \$61,911, and the City of Murfreesboro will receive \$30,956 and Rutherford County will receive \$30,955. The term is October 1, 2014 through September 30, 2017.

Comm. Peay moved, seconded by Comm. Shafer to approve the acceptance of the grant and the interlocal agreement with the City of Murfreesboro.

The motion passed unanimously by roll call vote.

Sheriff Arnold distributed information requested by commissioners related to his departments comparison to Hamilton County, and how staffing needs differ based on shift lengths.

SOLID WASTE:

Mac Nolen presented a Solid Waste Fund budget transfer and amendment:

To provide funding for remediation work at landfill:

Increase Expend.:	116-55754-312 Cont. w/ Priv. Agent.	\$65,000
Decrease Expend.:	116-55754-149 Laborers	\$65,000

Mr. Nolen noted that leachate from the closed landfill would need to be pumped out by a company and treated in a facility in Nashville or Chattanooga.

To provide funding for unemployment compensation:

Increase Expend.:	116-55720-210 Unemployment Comp.	\$3,380
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	116-55754-210 Unemployment Comp.	\$120
Decrease Expend.:	116-55720-425 Gasoline	\$1,500
	116-58600-210 Unemployment Comp.	\$2,000

Comm. Allen moved, seconded by Comm. Jernigan to approve the budget transfer and amendment as presented.

The motion passed unanimously by roll call vote.

SCHOOL BUILDING PROGRAM FUND:

Jeff Sandvig presented amendments and transfers in the School Building Program Fund to amend the budgeted line items in the Blackman Middle School Annex budget by a total \$1,465,670, to amend the budgeted line items in the Smyrna Primary Addition budget by a total of \$358,140, to transfer the \$14,877 remaining in the Blackman Middle School Annex budget to furniture for the next middle school, and to transfer the \$41,269 remaining in the Smyrna Primary Addition budget to furniture for the next elementary school as presented.

Comm. Allen moved, seconded by Comm. Jernigan to approve the School Building Program Fund amendments and transfers as presented.

The motion passed unanimously by roll call vote.

REGISTER OF DEEDS:

Lisa Nolen presented a General Fund budget amendment for Register of Deeds to replace stolen equipment and to purchase additional supplies for archiving:

Increase Expend.:	101-51600-411 Data Proc. Supplies	\$1,400
	101-51600-709 Data Proc. Equipment	\$5,000
Decrease:	101-34510- - RDEP Restricted for	\$6,400
	General Gov't-Register DP	

Comm. Jernigan moved, seconded by Comm. Baum to approve the budget amendment as presented.

The motion passed unanimously by roll call vote.

COUNTY CLERK:

Lisa Crowell presented three General Fund budget transfers for County Clerk:

To provide funds for postage for the remainder of the year.		
Increase Expend.:	101-52500-348 Postal Charges	\$4,000
Decrease Expend:	101-52500-334 Maint. Agreements	\$1,400
	101-52500-336 M & R-Equipment	\$1,000
	101-52500-355 Travel	\$1,400
	101-52500-425 Gasoline	\$200
To provide funds for office supplies for the remainder of the year.		
Increase Expend.:	101-52500-435 Office Supplies	\$2,000
Decrease Expend:	101-52500-425 Gasoline	\$2,000
To provide funds for vehicle repair.		
Increase Expend.:	101-52500-338 M & R-Vehicles	\$780
Decrease Expend:	101-52500-307 Communications	\$780

Comm. Shafer moved, seconded by Comm. Kaplan to approve the budget transfers as presented.

The motion passed unanimously by roll call vote.

UNEMPLOYMENT:

Lisa Nolen presented a General Fund budget amendment to fund unemployment compensation in various departments:

Increase Expend.:	101-51500-210 Unemp. Comp. Election	\$7,150
	101-51720-210 Unemp. Comp. Planning	\$2,325
	101-51800-210 Unemp. Comp. Buildings	\$290
	101-53100-210 Unemp. Comp. Circuit Court	\$2,475
	101-53110-210 Unemp. Comp. Circuit Judge	\$1,135
	101-53330-210 Unemp. Comp. Drug Court	\$7,150
	101-54210-210 Unemp. Comp. Jail	\$1,300
	101-54220-210 Unemp. Comp. Workhouse	\$3,775
	101-54240-210 Unemp. Comp. Juv. Det.	\$4,450
Decrease Expend.:	101-58600-210 Unemp. Comp. Pool Account	\$20,000
	101-58900-425 Gasoline Pool Acct.	\$10,050

Comm. Jernigan moved, seconded by Comm. Peay to approve the budget amendment as presented.

The motion passed unanimously by roll call vote.

MEDICAL EXAMINER:

Mayor Burgess presented a General Fund budget amendment to fund the cost of autopsies for the remainder of the year from unassigned fund balance to other contracted services in the Other Public Health & Welfare function in the amount of \$46,000.

Comm. Jernigan moved, seconded by Comm. Allen to approve the budget amendment as presented.

Comm. Shafer moved, seconded by Comm. Kaplan to amend the original motion to take the funds from the gasoline pool account in lieu of unassigned fund balance.

The amendment to the motion passed by voice vote with Comm. Jernigan voting “no”.

The General Fund budget amendment as amended is:

Increase Expend.:	101-55900-399 Other Cont. Serv.	\$46,000
Decrease Expend.:	101-58900-425 Gasoline Pool Acct.	\$46,000

The motion, as amended, passed by roll call vote with Comm. Jernigan voting “no”.

DRUG FUND REVENUE ADJUSTMENT BUDGET AMENDMENT:

Director Nolen presented the Drug Fund revenue adjustment budget amendment which reflected increases in revenue of \$90,200 and decreases in revenue of \$89,000. There is also an increase in expenditures for trustee’s commission of \$50, which results in a net increase to Restricted for Public Safety of \$1,150.

Comm. Allen moved, seconded by Comm. Peay to approve the revenue adjustment budget amendment as presented.

The motion passed unanimously by roll call vote.

DEBT SERVICE:

Lisa Nolen presented a Debt Service Fund budget amendment to adjust line items as a result of the recent bond issues:

Increase Revenue:	151-49100	Bond Proceeds	\$6,596,175
	151-49400	Refund. Debt Issued	\$23,930,000
	151-49410	Prem. on Debt Sold	\$4,486,704
Increase Expend.:	151-82110-601	Principal on Bonds	\$314,410
	151-82130-601	Principal on Bonds	\$5,815,590
	151-82230-603	Interest on Bonds	\$90,810
	151-82310-605	Underwriter's Disc.	\$24,700
	151-82310-606	Oth. Debt Issue Char.	\$29,145
	151-82330-605	Underwriter's Disc.	\$247,136
	151-82330-606	Oth. Debt Issue Char.	\$238,856
	151-99300-699	Other Debt Service	\$28,259,100
Decrease Expend.:	151-82210-603	Interest on Bonds	\$6,868

Comm. Allen moved, seconded by Comm. Baum to approve the budget amendment as presented.

The motion passed unanimously by roll call vote.

DEBT SERVICE FUND REVENUE ADJUSTMENT BUDGET AMENDMENT:

Director Nolen presented the revenue adjustment budget amendment which reflected increases in revenue of \$971,000 and decreases in revenue of \$37,700. There is also an increase in expenditures for trustee's commission of \$10,000. These amendments resulted in a net increase to Assigned for Debt Service of \$923,300.

Comm. Peay moved, seconded by Comm. Shafer to approve the revenue adjustment budget amendment as presented.

The motion passed unanimously by roll call vote.

SOLID WASTE FUND REVENUE ADJUSTMENT BUDGET AMENDMENT:

Director Nolen presented the revenue adjustment budget amendment which reflected increases in revenue of \$581,188 and decreases in revenue of \$42,700. There is also an increase in expenditures for trustee's commission of \$5,300. These amendments resulted in a net increase to Assigned for Public Health of \$533,188.

Comm. Jernigan moved, seconded by Comm. Baum to approve the revenue adjustment budget amendment as presented.

The motion passed unanimously by roll call vote.

HIGHWAY FUND REVENUE ADJUSTMENT BUDGET AMENDMENT:

Director Nolen presented the revenue adjustment budget amendment which reflected increases in revenue of \$503,301 and decreases in revenue of \$82,680. There is also an increase in expenditures for trustee's commission of \$4,500. These amendments resulted in a net increase to Assigned for Highways of \$416,121.

Comm. Jernigan moved, seconded by Comm. Baum to approve the revenue adjustment budget amendment as presented.

The motion passed unanimously by roll call vote.

AMBULANCE SERVICE FUND REVENUE ADJUSTMENTS:

Director Nolen presented the revenue adjustment budget amendment which reflected increases in revenue of \$481,500 and decreases in revenue of \$12,700. There is also an increase in expenditures for trustee's commission of \$5,175. These amendments resulted in a net increase to Assigned for Public Health of \$463,625.

Comm. Shafer moved, seconded by Comm. Kaplan to approve the revenue adjustment budget amendment as presented.

The motion passed unanimously by roll call vote.

GENERAL FUND REVENUE ADJUSTMENTS:

Director Nolen presented revenue adjustments for the General Fund which reflected increases in revenue of \$4,112,534, decreases in revenue of \$824,675, and total revenue of \$87,205,667. After increasing the corresponding expenditures and allocating the restricted and committed revenue, the net increase to the Unassigned Fund Balance, Account 101-39000, is \$2,915,314.

Comm. Peay moved, seconded by Comm. Shafer to approve the revenue adjustment budget amendment as presented.

The motion passed unanimously by roll call vote.

PRESENTATION OF CT-0253 FORM FROM BOND ISSUES:

The state requires the presentation of the CT-0253 form from any debt issuance to be presented to the governing body. Closing of the recent bond issues took place on May 14, 2015 and the form will be presented at the Commission meeting on June 11, 2015.

Comm. Peay moved, seconded by Comm. Allen to accept the report as presented.

The motion passed unanimously by acclamation.

OTHER BUSINESS – PROPERTY ASSESSOR:

Rob Mitchell presented a General Fund budget transfer to hire a consultant to help the office determine best practices:

Increase Expend.:	101-52300-308 Consultants	\$12,000
Decrease Expend.:	101-52300-205 Employee & Dep. Ins.	\$12,000

Comm. Jernigan moved, seconded by Comm. Kaplan to approve the budget transfer as presented.

The motion passed unanimously by roll call vote.

2015-2016 BUDGET OVERVIEW:

Board of Equalization

Rob Mitchell made a request to add \$30,000 to the Board of Equalization 2015-16 budget to hire legal counsel to defend the County against property tax appraisal appeals from big box stores should the County get appeals on this matter. Currently the appeals are at the state level and all stores are being reviewed together.

Comm. Peay recommended that Mr. Mitchell come back during the budget year to request the funds, if needed.

Comm. Shafer moved, seconded by Comm. Peay to wait on changing the budget until needed.

The motion passed unanimously by acclamation.

Risk Management

Lisa Nolen requested that the Risk Management 2015-16 budget be increased by \$28,000 for a part-time employee and offset by a revenue transfer in from the Self Insurance Fund. This part-time employee would be used about 25 hours per week to help accumulate information needed to prepare forms 1095 as required by the Affordable Care Act.

Comm. Allen moved, seconded by Comm. Jernigan to approve the increase to the 2015-16 Risk Management budget and the offsetting increase to revenue.

The motion passed unanimously by roll call vote.

Special Purpose Fund

Lisa Nolen distributed a summary of the Special Purpose Fund 2015-16 budget with appropriations of \$10,000 and no estimated revenue.

Comm. Jernigan moved, seconded by Comm. Baum to approve the 2015-16 Special Purpose Fund budget totaling \$10,000.

The motion passed unanimously by acclamation.

Review of Funds

Lisa Nolen distributed updated summary sheets for all funds to reflect changes that have been made to the 2015-16 budget in previous Budget Committee meetings. She also reviewed the change in ratio of the property tax to each fund based on the increases in tax to the General Purpose School Fund and the Education Capital Projects Fund.

Highway Fund

Lisa Nolen noted that \$30,000 needs to be added to line 506-Liability Insurance in the Administration department of the Highway fund. This change will be used to transfer funds to the Self Insurance Fund to pay future liability claims.

Comm. Shafer moved, seconded by Comm. Kaplan to approve the increase to the 2015-16 Highway Fund budget.

The motion passed unanimously by acclamation.

Ambulance Service Fund

Director Nolen reviewed the Ambulance Service Fund and noted that the current budget as approved has a negative ending fund balance at June 30, 2016. She stated that additional property tax needs to be allocated to this fund and property tax has been removed from this fund in past years. She noted that \$0.0975 of property tax was allocated to this fund in 2009 when it was established and \$0.03 was moved to other funds in 2013.

Comm. Baum stated that based on the amendments to revenue in the General Fund previously approved in the meeting, one or two cents of property tax could be moved back to the Ambulance Service Fund from the General Fund. This would leave adequate fund balance in the General Fund to meet the approved policy of 15% of appropriations.

Comm. Baum moved, seconded by Comm. Shafer to move \$0.01 of property tax from the General Fund to the Ambulance Service Fund for the 2015-16 budget.

The motion passed unanimously by roll call vote.

Fire Tax

Lisa Nolen reviewed the Fire/Rescue Budget. She stated that the budget is \$3,051,503 and all the development tax is recommended to be used to pay for capital items in the Fire/Rescue budget. The recruitment grant provides \$54,800 and the firefighter grant will cover 10 months or \$540,000. The amount not covered by development tax and grants is \$1,256,000, and this amount will be covered by situs taxes. Therefore, there is not a need for a fire tax this year.

Salary Survey

Mayor Burgess reviewed the total amounts that had been requested and the amount that he is recommending for salary increases, based on the salary survey, which affects the General Fund, Solid Waste Fund and Ambulance Service Fund 2015-16 budgets.

Comm. Jernigan moved, seconded by Comm. Baum to increase the General Fund, Solid Waste Fund and Ambulance Service Fund by the Mayor's recommendation for the salary survey.

Comm. Peay asked when was the last time that an across the board raise was given to the employees. Sonya Stephenson stated that in 2009 the table was increased by 1% and 5 years ago a salary survey was performed, but was too expensive to place in effect, so the employees that were behind in salary the greatest were adjusted.

Comm. Shafer asked what levels of positions are leaving employment with the County for greater pay increases. Mrs. Stephenson stated that some were mid-level positions and some were department heads. Comm. Shafer stated that he believed that a lot of lower paid employees are leaving because of the insurance burden placed on them because all employees pay the same for insurance no matter what their salary is.

Mrs. Stephenson stated that in the last year and one half the County has lost 167 employees. Of these employees, some were terminated for cause and 17 retired.

Comm. Baum noted that the salary increase in the General Purpose School budget is a larger percent than the raise being discussed in the general government funds.

Comm. Kaplan asked if Mrs. Stephenson was aware of any counties using a merit based pay system. Mrs. Stephenson stated that the County had looked at this type of system, but if everyone doesn't use it properly then it becomes subjective. Comm. Kaplan stated that we should continue to promote a good environment and culture.

Mrs. Stephenson stated that the County is using corrective action to address problems of inappropriate behavior. We are also performing 360 reviews of management.

Mrs. Stephenson summarized the numbers of the salary survey and stated that the total cost if implemented would be \$2,300,000 in salary plus benefits. In trying to present something that was more fiscally responsible, she looked at increasing the table by 2%, and that corrected a large portion of the positions. This left 35 positions at more than 10% lower than the survey indicated. She prepared the recommendation with a 2% increase to the table, the 35 positions increased as indicated, but with a maximum of \$7,500 increase.

After discussion, the motion passed unanimously by roll call vote.

ADJOURNMENT:

There being no further business to be presented, Chairman Jordan declared the meeting adjourned at 7:49 P.M.

Mark Tucker, Secretary